2008-2009 PERFORMANCE PLAN – Portfolio Manager, Quantitative Strategies (H. Ho)

Quantitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
10%	Risk Managed Absolute Return Strategies	Excess return deviation in basis points relative to: Program policy. {SNLCA1 – CPERHEDG2}	0 basis points = 0 +50 basis points = 1.0 +100 basis points = 1.5
25%	Alpha Strategies: Domestic Long/Short Market Neutral	Excess return deviation in basis points relative to: {Strategy return – 3 month Tbill}	0 basis points = 0 +50 basis points = 1.0 +100 basis points = 1.5
15%	Global Equity Performance	Excess return deviation in basis points relative to: Global Equity Performance Benchmark. {GLOBLIC – CPERSGE2}	-50 basis points = 0 -10 basis points = 1.0 +15 basis points = 1.5
50%	Subtotal	Quantitative Measures	

Qualitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
35%	Global Equity: Alpha Platform	Complete milestones in alpha strategies development & implementation and Global equity allocation & analytics system. Definitions of milestone: • Complete methodology white paper of an Alpha strategy. • Complete model construction of an Alpha strategy. • Implement & launch an alpha strategy. • Complete development of one module for the Global equity system.	0 milestones = 0 1 milestones = 0.5 2 milestones = 1.0 3 milestones = 1.5

Qualitative Performance Measures (cont.)

Weight	Factor	Performance Measure	Incentive Schedule
15%	Leadership	*Human Resources staff is working with the Interim Chief Investment Officer to develop the qualitative leadership performance measures which will be presented for second reading.*	From Schedule
50%	Subtotal	Qualitative Measures	
100%	Total	Quantitative and Qualitative Measures	